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- MILLS, R. C. *The colonization of Australia (1829-42). The Wakefield experiment in empire building.* London School of Economics. Studies in economics and political science, no. 44. (London: Sidgwick & Jackson. 1915. Pp. xx, 363. 10s. 6d.)
- ROTT. *Die Einwirkung des Krieges auf die Säuglingssterblichkeit und die Säuglingsschutzbewegung.* (Berlin: Stilke. 1915. Pp. 44. 1.20 M.)
- SZERER, M. *Studien zur Bevölkerungslehre Polens.* (Vienna: Hermann Goldschmiedt. 1915. Pp. 57. 0.50 M.)
- Intercollegiate debates and bibliographies on a literary test for immigrants and a six-year presidential term.* (Austin, Tex.: University of Texas. 1914. Pp. 60.)
- Maternal morality in connection with child-bearing and its relation to infant mortality. Supplement to the forty-fourth annual report of the Local Government Board.* (London: Wyman. 1915. 8d.)
- Population and vital statistics.* Bulletin No. 32. Commonwealth demography, 1914, and previous years. (Melbourne, Australia: Bureau of Census and Statistics. 1915. Pp. 272.)

Social Problems and Reforms

Citizens in Industry. By CHARLES RICHMOND HENDERSON. The Social Betterment Series, edited by SHAILER MATHEWS. (New York and London: D. Appleton and Company. 1915. Pp. xviii, 341. \$1.50.)

Here is a work intended frankly for employers of men; and as the product of the late Professor Henderson it is in keeping with the recent tendency for educational and business groups to get together in working out industrial problems. As a number of the Social Betterment Series, which, in the language of its editor, Professor Shailer, "aims at listing our social assets," our social liabilities having been given more than full publicity, the volume is not disappointing. Rarely ever before have "the masters of men" been told so clearly from the university chair that they have the whole situation in their own hands, to do with as they will, and been commended so loudly for present accomplishment. On the other hand, almost never before, in this connection, has a friendly analysis of the Great Industry, with its inevitable trend towards industrial democracy and of the obligations of the men on the ground to accelerate rather than retard this movement, been made for the employer, and in such readable manner.

The work falls into two natural divisions: (1) the philosophy of welfare work, Professor Henderson finding in an industrial

society like ours, with its unmistakable patriarchal heritage, a place for the voluntary activity on the part of employers for improving the condition of their workers over and above legal standards, until such time at least when the workers shall be prepared to enter into real "citizenship in industry" (to quote the author's title phrase); (2) a summary of the more recent examples of industrial betterment found in this country and abroad, with suggestions here and there for developing the physical, mental and moral efficiency of the worker in the aggregate, and a discussion of administrative machinery for carrying out these plans.

The examples of betterment cited cover a good deal of first-hand observation and show a familiarity with the recent movements for health and safety in the United States. On the other hand, there appears to be an under-estimation of the current tendency on the part of progressive business men to improve industrial relations in their establishments by placing emphasis on the development of the individual worker through scientific selection, adaptation and promotion and to reorganize and centralize activities contributing to this end into one bureau or department—ultimately a Bureau of Human Relations, it is to be hoped; vesting its administrative head with larger functions than Professor Henderson thinks possible for his Social Secretary to assume.

What one misses in the literature on Welfare is intensive evaluation of betterment systems in particular establishments, to see how they function in practice. Such an evaluation is not possible without a survey of all the various industrial relations existing between an employer and his employees. Particularly is there need of such surveys for establishing standards of good practice at a time when employers are vying with each other in copying measures designed to make for better human relationship in their respective establishments.

It is to be regretted that more literature of the authoritative kind, such as the present volume, is not available for the executive's desk, to fill the need, which Professor Henderson also recognizes, for getting socio-economic facts (meatily arranged, let it be said!) to employers of men. The author's suggestion for the training of betterment directors through the coöperation of schoolroom and plant is a good one, and should be utilized more widely by our institutions of higher learning.

An appended list of establishments in the United States, and certain countries of Europe, in which important welfare work is to

be found, together with those referred to in the body of the book, serves as a valuable guide to whomever desires to get into direct touch with the activities to be found in specific localities. A bibliography and table of contents further increase the usefulness of the volume as a reference work, although it is to be regretted that Price's recent valuable contribution on *The Factory* is not listed; neither do some of the newer related business books appear.

HENRY CLAYTON METCALF.

Tufts College.

NEW BOOKS

ADLER, F. *Marriage and divorce.* (New York: Appleton. 1915. Pp. 91. 75c.)

AERY, W. A. *Titustown: a community of negro homes.* (Hampton, Va.: Hampton Institute. 1915. Pp. 12.)

AGAR, F. A. *Church finance; a study of wrong methods and the remedy.* (New York: Missionary Education Movement of U. S. and Canada. 1915. Pp. 108. 50c.)

ANDREWS, B. R. *A survey of your household finances.* (New York: Teachers College, Columbia University. 1914. Pp. 16. 10c.)

BANNINGTON, B. G. *English public health administration.* London School of Economics. Studies in economics and political science, no. 46. (London: King. 1915. Pp. xiv, 338. 7s. 6d.)

Designed to be equally useful to students and to officials. According to the preface the volume treats the public health department as an administrative unit of English local government. There are chapters on Protection of the Food Supply and Public Health Finance.

BASHORE, H. B. *Overcrowding and defective housing in the rural districts.* (New York: Wiley. 1915. Pp. x, 92. \$1.)

A discursive presentation of the personal observations of a state health inspector in rural Pennsylvania. Covers land overcrowding, house overcrowding, defective building, and overcrowded and defective schools.

J. F.

BRAILS福德, H. N. *The war of steel and gold. A study of the armed peace.* (New York: Macmillan. 1915. Pp. 340. 80c.)

BELL, W. M., editor. *Addresses at the world's social progress congress, San Francisco, April 1-11, 1915, under the auspices of the committee of one hundred.* (Dayton, O.: Otterbein Press. 1915. Pp. 400. \$1.25.)

BEMAN, L. T. *Selected articles on prohibition of the liquor traffic.* Debaters' handbook series. (White Plains, N. Y.: Wilson. 1915. Pp. 169. \$1.)